

# WE WERE DOING EQ BEFORE IT WAS COOL.

*We decided to start talking about it.*

## THE HOGAN EQ REPORT



### EQ = EMOTIONAL INTELLIGENCE

*(being hip to your own and others' emotions)*

**LET'S  
GET IT  
STRAIGHT**

#### It's EQ - not IQ - that matters in business.

As a leader in personality assessment, we've been studying this stuff for decades (really, ask us anything). We know cognitive ability is only a partial predictor of career success. In most jobs, it's EQ, the ability to identify and manage your own and others' emotions, that really matters. People skills determine success, and individuals who lack the ability to build effective relationships are destined to fail - no matter how smart or talented they are.

The Hogan EQ Report provides organizations with a scientifically validated tool to measure emotional intelligence. Based on the Hogan Personality Inventory and Hogan Development Survey, the easy-to-understand report provides an overall EQ score, as well as scores and feedback for six emotional competencies.

#### Awareness

The degree to which a person seems in touch with his or her own emotions.

#### Detection

The degree to which a person seems aware of others' emotions and thoughts.

#### Regulation

The degree to which a person seems able to maintain positive emotional states.

#### Influence

The degree to which a person seems able to intentionally affect others' moods, thoughts, and behaviors.

#### Expression

The degree to which a person seems able to effectively communicate desired emotional states to others.

#### Empathy

The degree to which a person seems able to feel what others are feeling.

*"Hello EQ, meet big data"*

At Hogan, we've been studying personality and occupational performance for more than 25 years. So when it comes to predicting an individual's ability to build and maintain relationships, you could call us experts.

Our research team uses terms like algorithms and competency models to explain the report. Thankfully, we've summarized it for you: it's based on science and it works.

**TELL ME MORE**

### THE HOGAN APPROACH

**1 EQ is personality, and we know personality**

**2 We measure reputation, not identity**

**3 We look at the whole picture - the bright side and dark side of personality**

#### THE ASSESSMENT

Based on HPI and HDS

Self-administered online

Takes 15 minutes to complete

Relevant for all organizations

**Requires no certification**

#### THE REPORT

Overall EQ score

Six emotional competency scores

**Pros and cons of each score**

Summary of likely behaviors

Discussion points

**EQ MATTERS. PREDICT PERFORMANCE.**

*Want to talk EQ?*

Visit [www.advancedpeoplestrategies.uk](http://www.advancedpeoplestrategies.uk) or call us on 01327 304910

